

SHRM Inclusive Workforce Strategy Specialty Credential



The SHRM Inclusive Workforce Strategy Specialty Credential gives you a structured, applied learning solution to design and execute inclusive, AI-enabled workforce strategies that directly support business performance.

Through SHRM's BEAM Framework and workforce analytics, you will learn how to translate inclusion from a values-based concept into a measurable business driver.

In this program, you will gain practical tools to:

- Align workforce strategy with business objectives.
- Reduce bias through structured, merit-based decision frameworks.
- Leverage AI and analytics to improve HR decision-making.
- Strengthen compliance, risk management, and data governance.
- Improve engagement, retention, and productivity outcomes.
- Build actionable implementation plans tied to ROI.

Program Objectives

By completing this credential, you will be able to:

- Design workforce strategies grounded in merit-based, data-driven decision frameworks.
- Build and execute an inclusion strategy aligned to organizational goals and labor market realities.
- Apply AI tools and analytics to improve workforce planning and HR decision-making.
- Identify and mitigate compliance, privacy, and algorithmic risk in HR systems.
- Translate workforce data into measurable business impact (ROI, productivity, retention).
- Develop and implement a 30–60–90-day action plan for organizational change.

How to earn the SHRM Inclusive Workforce Strategy Specialty Credential

This credential blends instructor-led learning, applied modules, and hands-on application to help you transfer what you learn directly to the workplace.

Attend the Instructor-Led Course	Complete Three eLearning Courses	Complete the Capstone Application Project
<ul style="list-style-type: none">▪ Future of Inclusion (8 hours)	<ul style="list-style-type: none">▪ Building an Inclusive Workforce (1 hour)▪ Cultivating Support for Inclusion (1 hour)▪ Measuring Success of Inclusion (1 hour)	<ul style="list-style-type: none">▪ Complete the capstone project throughout the course.

After you successfully complete all learning components and complete the capstone project, you'll earn the SHRM Inclusive Workforce Strategy Specialty Credential, along with a certificate of achievement and a digital badge. If you are SHRM-certified, you will also receive 12 PDCs toward recertification. Showcase your accomplishment by adding your credential to your resume, email signature, and social media profiles to boost your credibility and highlight your commitment to the profession.

Core Instructional Experience: Future of Inclusion (8 Hours)

Module 1: Strategic Workforce Foundations

- Labor market trends and workforce demographics.
- Skills-based hiring and workforce planning.
- Introduction to the SHRM BEAM framework.

Module 2: Inclusion, Bias Mitigation & AI Readiness

- Building civility, belonging, and psychological safety.
- Identifying and mitigating bias in HR systems.
- Aligning inclusion strategy with AI adoption.

Module 3: Engagement, Retention & Workforce Analytics

- Measuring engagement, retention, and productivity.
- Using AI tools for workforce insights.
- Identifying retention risks and intervention strategies.

Module 4: Compliance, Risk & Governance

- Data privacy and employment law considerations.
- Algorithmic fairness and responsible AI use.
- Policy audit and risk mitigation strategies.

Module 5: Business Impact & Workforce Alignment

- Linking HR strategy to business outcomes.
- Strengthening cross-functional alignment and accountability.
- Measuring ROI of inclusion and workforce initiatives.

Module 6: Action Planning & Execution

- Building a 30–60–90-day implementation plan.
- Defining KPIs, accountability, and success measures.
- Translating learning into organizational execution.

Applied eLearning Pathways (3 Courses)

Building an Inclusive Workforce

You will be able to apply the SHRM BEAM framework to design inclusive workforce practices that support fair, consistent, and business-aligned decision-making.

Cultivating Support for Inclusion

You will be able to build a compelling business case for inclusion by connecting workforce priorities to organizational goals, stakeholder needs, and measurable outcomes.

Measuring Success of Inclusion

You will be able to define, interpret, and communicate inclusion metrics to evaluate progress, demonstrate impact, and inform workforce decisions.

Capstone: Workforce Strategy System

In this capstone, you will demonstrate mastery by integrating and delivering a cohesive workforce strategy system built from the tools you developed throughout the program. Your system is designed for immediate workplace application and aligned to business goals, inclusion principles, and data-driven decision-making.

In this capstone, you will:

- **Assemble and refine an integrated toolkit** of job-ready deliverables, including a workforce strategy map, bias and inclusion design toolkit, workforce metrics dashboard, risk and compliance audit, business case with ROI model, and a 30–60–90-day implementation plan.
- **Ensure alignment across all components**, confirming that your strategy, metrics, risk controls, and execution plans function as a cohesive and actionable system.
- **Validate the effectiveness of your toolkit using a structured rubric**, assessing business impact, feasibility, compliance, and decision quality.
- **Apply workforce analytics and AI insights** to strengthen your recommendations and demonstrate measurable ROI.
- **Identify gaps, risks, and opportunities for improvement**, refining your tools for real-world usability.
- **Present and defend your workforce strategy system**, clearly articulating how it will be implemented to drive organizational outcomes.

Program Details

- Credential: SHRM Inclusive Workforce Strategy Specialty Credential
- PDCs: 12 recertification credits.
- Format: Instructor-led + live online + self-paced eLearning.
- Total Duration: ~12 hours.
- Audience: Mid-level HR Professionals.
- Core Competencies: Business Acumen, Analytics, Inclusion & Diversity, HR Expertise, Consultation, Ethical Practice.